



November 14, 2011

Dear State Employees:

We want thank each of you who participated in the Employee Engagement Survey a few months ago. This was the first time all state employees had ever been invited to participate in a statewide engagement survey. As a result of your responses, we gained very important insights to what is working and what is not working in state government. We will now use this feedback to collaborate with each of you to find creative and innovative solutions to issues facing Colorado. The survey revealed several key points:

- 20,000 employees took the survey.
- 93 percent feel their work is important.
- 82 percent feel they are accountable for the results.
- 79 percent of respondents rated their feeling of accomplishment in their job as favorable.
- 78 percent rated their immediate supervisor as respectful toward them.
- Employees see their work as important and are proud to be employees of the state of Colorado.
- Employees want to do great things, but get frustrated by lack of resources and other barriers to great work.

We are committed to using the results of this engagement survey to help employees and their managers make state government an even better place to work. We want to encourage innovative thinking and innovative action. We want employees to have confidence in their managers and directors in all agencies of state government. We are committed to promoting a climate of collaboration in which we can all better serve the people of Colorado.

The survey results are being delivered to the executive directors of all state agencies; presidents of higher education institutions; legislative, judicial, and other executive branch leaders; and throughout state government. Manager and supervisor reports are also being delivered to all work groups designated by their respective human resources directors with six or more respondents.

We have directed your supervisors to share and discuss the results for your organization with you at their earliest opportunity and to prioritize the most important issues that need to be addressed.

The statewide survey results are posted on the website of the Department of Personnel & Administration at www.colorado.gov/dpa. We invite you to review them.

We appreciate your feedback and look forward to using the results of this engagement survey to create an even better Colorado for you and the people who live here.

Sincerely,

John